

Working Agreement

between

Service Employees Union, Local 925

of

Service Employees International Union

and

Bremerton School District 100-C



September 1, 2024– August 31, 2027

**Bremerton School District
Board of Directors**

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Bremerton School District 100-C

134 Marion Avenue North
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The Bremerton School District complies with all federal and state rules and regulations and does not discriminate on the basis of sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This holds true for all students who are interested in participation in educational programs and/or extra-curricular school activities. Inquiries regarding compliance and/or grievance procedures may be directed to the District's Title IX/RCW 28A.640 Coordinator Carol Bailie, or to the U.S. Department of Education, Office of Civil Rights.

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**SCHOOL EMPLOYEES UNION
LOCAL 925 OF SERVICE EMPLOYEES INTERNATIONAL UNION**

PREAMBLE

THIS AGREEMENT is made and entered into this 1st Day of September 2024, between the Board of Directors of the Bremerton School District 100-C (hereinafter referred to as the "Employer"), and the School Employees Union, Local 925 of Service Employees International Union, hereinafter referred to as the "Union."

WITNESSETH:

WHEREAS, the Union recognizes that the Employer has the responsibility for adopting policies for the District; and

WHEREAS, the laws of the State of Washington permit school districts to enter into negotiated agreements concerning wages, hours, annual leave and other working conditions; and

WHEREAS, certain understandings have been reached which the Employer and the Union desire to incorporate into a written agreement,

NOW, THEREFORE, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I. RECOGNITION

SECTION A. Exclusive Bargaining Agent

The Employer agrees to recognize the School Employees Union, Local 925 of Service Employees International Union, as the bargaining agent for all classified workers who are not exempt and who are engaged in the following categories regarding wages, hours, annual leave and working conditions:

1. Departments

1. Transportation
2. Maintenance
3. Child Nutrition Services
4. Custodial Services
5. Campus Security
6. Print Shop/Mail Carrier
7. Warehouse
8. Computer Technology Services

SECTION B. Establishment/Alteration of Job Description

The Employer agrees to notify the Union in writing of the establishment of new job description/alterations of existing job descriptions. The Employer further agrees to meet and negotiate with the Union, pursuant to RCW 41.56, regarding any changes in wages, hours, or working conditions arising from these new/alterated job descriptions within five (5) working days of a request for bargaining from the Union. If a job description is planned on being unfilled or eliminated by the Employer, the impact of such vacancy or elimination shall be negotiated with the Union.

SECTION C. Labor-Management Communication

Each school year, SEIU Local 925 bargaining unit Organizer and the superintendent and/or designee shall consult and mutually establish a regular process for communicating regarding issues of mutual concern. Such process may include a district-wide labor-management committee, a department-specific committee, and/or a superintendent-union leadership meeting. As a part of the process, the parties shall, in some manner, provide interest-based problem-solving training to participants involved in labor-management communication. Any process created by the parties shall also include a means for communicating the results of union-management discussions to the District's supervisors and the members of the bargaining unit.

SECTION D. Bargaining Unit Member Information

The names, hire date, work assignments, addresses, phone number, classification, FTE, unique identification number and salary information of employees in the bargaining unit will be provided annually on approximately October 1st to the Union.

Notification:

The District will provide notification to the Union of all new hires within seven (7) working days of the first day of employee's assignment. The notification shall include name, job title, department, work location, home telephone/cell phone number and address (if provided by employee).

SECTION E. Departmental Procedures

This Agreement supersedes specific provisions of any District or departmental handbook, policy manual or operating procedure with which it conflicts. Department managers shall, with the collaborative input of department employees, create departmental procedures governing the daily routine tasks of the departmental positions. Significant changes to departmental procedures that impact wages, benefits, or working conditions will be addressed through this process or through the Labor Management Committee. These departmental procedures shall be made available to all department employees in a centrally located area. The departmental procedures shall include copies of the departmental job descriptions.

SECTION F. School Calendar

Prior to the finalization of the school calendar, or any subsequent amendments thereto, the Union will be given an opportunity to review and provide input into the development of the calendar. The District will include a union member as part of the District representation for the school calendar design process.

SECTION G. New Employee Orientation

The District will notify the Union of new member orientations where SEIU may meet with the employees for at least thirty (30) minutes on voluntary paid time for the new employee. Union leadership may access union leave to attend the new employee orientation under ARTICLE IV Section A-2.

The District will provide at least ten (10) days' notice of any orientation, along with an electronic list of expected participants, at least forty-eight (48) hours in advance of the orientation. The District will continue its practice of providing notice and contact information of all new hires to the Union as soon as the information is available to the District.

SECTION H. Union Membership

SEIU 925 and the Employer understand that at the heart of our labor management relationship is the shared interest in providing the best services to the public. While we often agree, a strong and vibrant union provides a true partner in the labor management relationship when disagreement becomes necessary. Therefore, it is the expectation of both the SEIU 925, and Employer and all agents and representatives of the Employer shall remain neutral on the issue of union membership and respect all employee's decision to join and maintain membership in the Union. The Employer agrees to enforce with its administrators and supervisors the importance of these obligations. To that end, all bargaining unit employees shall have the option of joining and maintaining membership in the SEIU 925 Union upon employment with the Employer in a bargaining unit.

Upon receipt of authorization from the employee to the union, the District shall deduct from the pay of such employee the amount for dues as certified by the bargaining agent to be uniformly required as a condition of members in the union and shall transmit the same to the union each month.

The District will provide in writing to the Union the name, job title and worksite of new hires within twenty (20) business days of the employee's start-date in any of the job titles set forth in this Agreement. Additionally, the District will provide in writing to the Union Organizer the name, job title and worksite, and District email if applicable, within twenty (20) business days of the start-date of substitutes and/or temporary employees who qualify in any job title set forth in this Agreement.

SECTION I. Union Membership Rescission

Union members requesting to rescind membership and membership rights in their exclusive professional advocacy organization shall make such request in writing to SEIU 925, following the SEIU 925 constitution and by-laws, and any and all relevant conditions, policies and procedures. Providing such conditions have been met, SEIU 925 shall inform the Employer of such employee's non-member status consistent with the notification section of this Agreement, specifically Dues and COPE Deduction below.

SECTION J. Dues and COPE Deduction

On September 1st of each contract year SEIU 925 shall provide a full and complete list of bargaining unit employees who are current members of SEIU 925 to the Employer, and shall provide updates, additions, and /or other changes in membership status to the Employer on at least a monthly basis thereafter. Upon notification of an employee membership status in SEIU 925 and or election to participate in the SEIU 925 political program (COPE), the Employer shall deduct union dues and COPE contributions as identified by SEIU 925. Any deduction for political contributions subject to RCW42.17A.495 shall be separately authorized in writing by the employee on forms that comply with WAC 390-17-100, and be revocable by the employee at any time.

SECTION K. Indemnify and Hold Harmless

SEIU 925 agrees to indemnify and hold harmless from all claims, demands, suits or other forms of liability that shall arise against the Employer for, or on account, of any membership dues of COPE deduction made from the pay of a bargaining unit employee.

SECTION L. Union Payments

Upon requests for verification, payroll deduction authorization cards shall be submitted to the District from the Union showing the amounts to be deducted and the employee's signature.

ARTICLE II. EMPLOYMENT CONDITIONS

SECTION A. Probationary Employees/Substitute Employees/Temporary Employees

1. Newly hired employees shall be placed on a probationary status for a period of 90 working days from date of employment at the appropriate rate of pay for the job description. Such employee shall be given an orientation by the employer within the first thirty (30) working days. The District shall notify the Union SEIU Local 925 representative and the local bargaining unit president within a reasonable amount of time of scheduled orientations of new employees. The local bargaining unit president shall coordinate and schedule a shop steward to drop in for a brief introduction to the Union during such orientation. Employees shall be without recourse for termination during the probationary period.
2. The time spent in probationary status shall count toward seniority. Probationary employees shall be paid the Base wage rate specified in the salary schedule during the period of probation.
3. **Substitute Employee:** A person, other than a current permanent or probationary employee, employed on a day-to-day intermittent basis, to fill in for instant absences of short duration. Except that the only sections of the collective bargaining agreement which shall apply will be Article II, Section B; Article IV, Section G; Article IV, Section I; Article VIII, Section A; Article XIV; Article XV, Section A; and the wage rates in Appendix A. Written notification of completion of thirty (30) cumulative days will be given to the union president within ten (10) working days. District supervisors who coordinate substitute coverage for union employees shall notify the local bargaining unit president of new employees placed on a substitute list at the time they become eligible for substitute assignments.
4. **Temporary Employee:** A person, other than a current permanent or probationary employee, employed to cover temporary jobs or openings on a predetermined work schedule. These employees may become members of the bargaining unit upon thirty (30) cumulative days of employment in the current school year, except that the only section of the collective bargaining agreement which shall apply will be Article II, Section B; Article IV, Section G; Article IV, Section I; Article VIII, Section A; Article XIV; Article XV, Section A; and the wage rate in Appendix A. The Union shall be notified by Board agenda, within ten (10) working days of the hiring of a temporary employee.
5. All new employees are subject to drug and alcohol testing.

SECTION B. Dues Deductions

1. The District agrees to deduct authorized union dues, including authorized political contributions in accordance with Article I, section J, from the wages of each employee who signs an authorization card, pursuant to RCW 41.56.110 provided that the Union shall be responsible for any reauthorization of dues and authorized political contributions as required by law.

The District agrees to forward such union dues, including authorized political contributions to the office of the Union by the 15th of each month. The Union agrees to file for the employee a union dues and political deduction authorization card, signed by the employee, with the District prior to such deductions.

2. **Objection** Nothing contained in this Agreement shall require Union membership of employees who object to such membership based on bona fide religious beliefs. Such employee shall pay an amount equivalent to normal dues to a non-religious charity or other charitable organization mutually agreed upon by the employee and the Union. The employee shall furnish written proof that such payment has been made. If the employee and the Union cannot agree on such matter, it shall be resolved by the Washington Public Employment Relations Commission.
3. **Indemnity Clause** The Union will indemnify, defend and hold the District harmless against any claims made, and any suit instituted against the District on account of any check off of Union dues. The Union agrees to refund to the District any amounts paid to it in error on account of the check off provision upon presentation of proper evidence thereof.
4. The District agrees to provide the Union and Chapter President or designee with a monthly report of all new hires, including substitutes that have met the eligibility requirements set forth in this Agreement.

SECTION C. Union's Right to Use Equipment and Facilities

1. The Union shall have the right to use the District's equipment, machines and other technology for Union business during non-working hours. The Union agrees to provide all its own consumable supplies and/or reimburse the District for the reasonable costs of operating such equipment.
2. The Union and its representatives may use District buildings for meetings and to transact Union business during nonworking hours. The Union representative shall check with the building administrator to assure there is no conflict because of a previously scheduled meeting.
3. The Union will be allowed to post notices of activities and matters of Union's concern on a bulletin board in each facility.
4. The Union will be allowed to use in-district mail service and staff mailboxes for the dissemination of announcements and information to the employees of the District. Union correspondence shall include the Union official title and indicate the Union representative issuing the correspondence.

5. The Union acknowledges that the equipment and facilities identified in this section are public resources that may be monitored, and that Union use of this equipment and facilities does not create an expectation of privacy for their use. No Union use of District facilities or equipment will interfere with the operation of the District's business or cause additional expense to the District. Union members shall not use the public resources identified in this section for personal purposes (matters which do not relate to official Union or District business). The Union agrees to comply with any other limits placed on the District's use of the resources identified in this section by the District's provider or by legal authorities.

ARTICLE III. SUBCONTRACTING

SECTION A. Project Cost Limitation

1. The Employer and the Union agree that subcontracting of work normally provided by the members of SEIU Local 925 may take place when: (1) the cost of a project is greater than nine thousand dollars (\$9,000), or (2) the job requirements exceed the capabilities or qualifications of the bargaining unit members, or (3) non-employees are contracted to respond to building security and/or maintenance calls after three calls are first made to employees, or (4) when installation is normally included in the purchase price of new equipment.

2. Upon request, the District will provide the union information on subcontracts awarded listing the name of the contractor(s), type of work performed, and the dollar amount of the contract.

SECTION B. Position Loss

No position that was covered within the previous school year in the bargaining unit and was lost due to a reduction in force, loss of revenue, retirement or resignation, will be permanently refilled outside the terms of this Working Agreement unless allowed by this contract or negotiated on a case-by-case basis.

SECTION C. Cooperative Agreements

The Employer may enter into inter-local agreements with other public agencies to provide services not currently or previously performed by SEIU members, provided that no employee shall suffer a reduction in scheduled or overtime hours as a result of any such inter-local agreements.

ARTICLE IV. EMPLOYEE RIGHTS AND RESPONSIBILITIES

SECTION A. Union Discrimination Prohibited

1. No employee shall be suspended/terminated or discriminated against for any lawful union activity including performing service of a Union Committee outside of working hours or for reporting to the Union the violation of any provisions of the Working Agreement, provided that such activities shall not interfere with the performance of the employee's work.
2. The Union President or designee shall be allowed up to the equivalent of ten (10) working days per year (e.g. 10 times the number of daily hours for the President) for Union business provided that the cost of the replacement for such employee is paid by the Union at the custodial substitute rate as expressed on the SEIU Salary Schedule. Additional time may be granted upon request if not disruptive of District operations.
3. Night custodians will be released for Union meetings for up to two hours, upon notice at least 48 hours in advance, provided such release will not interfere with completion of their normal work duties and provided such time will be made up in the same shift.

SECTION B. Individual Rights

It is agreed that no member of the Union shall make an individual contract, agreement, stipulation or affidavit related to hours, wages, working conditions or any other matters which may affect his/her employment rights with the School District provided that this provision shall not prevent signing notice of continued employment rights.

SECTION C. Student Help

Employees shall have the right to accept or reject the assignment of student help. When an employee rejects the assignment of student help the Union and the District will meet to seek resolution.

SECTION D. Notification of Employment Status

All employees shall receive by August 15, notice of tentative assignment. Assignment shall be job description, shift, and work schedule, as feasible. All less than 260-day employees shall receive his or her letter of reasonable assurance by approximately June 1st.

SECTION E. Definition of Seniority

1. Seniority is defined in this Agreement as total years of service in a department/category as described in Appendix A. An employee on leave of absence without pay under Article XI, Section E.1. or Section E.3., where the leave time exceeds thirty (30) days, shall neither accrue nor lose seniority rights. An employee on layoff status shall accrue no more than one year of seniority.

2. For the application of seniority, see the following specific articles.
 - a. **Reduction in Force**, see ARTICLE XIII.
 - b. **Annual Leave scheduling**, see ARTICLE XI, Section A.
 - c. **Vacancies**, see ARTICLE VII, Section A.
 - d. **Promotions**, see ARTICLE VII, Section B.
 - e. **Transfers**, see ARTICLE VII, Section C.
 - f. **Additional Time**, see ARTICLE VII, Section E.
3. When two or more employees have the same date of seniority, the Employer shall determine seniority. For new employees, such determination will be made at the conclusion of the probationary period. For employees who have already passed the probationary period, such determination will be made concurrent with the publication of the seniority list in October. The Union President and/or designee will be present when seniority ties are broken. The employees involved may be present.
4. The Employer shall provide and distribute to the Union a current seniority list on October 1, annually.

SECTION F. Employee Termination

1. The Employer shall give each employee notice of termination ten (10) working days prior to termination or pay the employee for ten (10) days work, unless being discharged for cause.
2. Each employee shall give his/her Employer notice ten (10) working days prior to termination. If an employee fails to provide notice of his/her intention to terminate ten (10) working days prior to termination, said employee shall forfeit accrued annual leave up to a maximum of (10) working days as liquidated damages.
3. No employee shall be so penalized if circumstances make the provision of this notice impossible.

SECTION G. Employee Lunches and Breaks

1. Child Nutrition Services employees who are employed regularly for at least two (2) hours daily shall be provided one adult lunch per day at no cost to the employee, provided the employee consumes the lunch during non-working hours. Employee shall comply with FICA Regulations regarding free lunches.
2. An Employee work break of fifteen (15) minutes shall be provided within each four (4) consecutive hour work period. Employees will remain at or around their worksite during work breaks.
3. No employee shall be required to take a lunch break of less than thirty (30) minutes or more than one (1) hour daily, unless previously bid on that basis or unless otherwise negotiated by the District and Union, on a case-by-case basis. Lunch breaks may be taken off the premises. Head custodians whose lunch is interrupted by work, may take their lunch break

later in the shift or be paid, upon notice to the supervisor on the day of the interruption, for the foregone portion of the lunch break.

SECTION H. Overtime

1. All time in excess of a regular assigned work shift shall be approved by an employee's immediate supervisor and/or foreman. For all employees other than bus drivers, all time worked in excess of eight (8) hours in a given work day or forty (40) hours in a given work week shall be paid at one and one half (1-1/2) times the regular rate of the employee's salary (unless an alternative schedule has been agreed to under Article VI, Section B, Paragraph 2, in which case any time excess of ten (10) hours per day shall be paid at one and one half (1-1/2) times the regular rate of pay of the employee's salary). For bus drivers, all time worked in excess of forty (40) hours in a given work week shall be paid at one and one half (1-1/2) times the regular rate of the employee's salary. Paid holidays and leaves shall be counted as hours worked for the purposes of this section.
2. An employee may opt to request compensatory time off in lieu of overtime compensation. Compensatory time, if granted, may be accrued and must be used within a six (6) month period of time after which it will be cashed out in the next available pay warrant; provided, however, that records shall be maintained and there must be a reasonable expectation that the employee will be provided an opportunity to expend the accrued time. Compensatory time in lieu of overtime as provided in this Article shall be accrued at a rate of one and one-half (1-1/2) hours for each hour worked. No employee may work overtime without prior approval of their supervisor.

SECTION I. Employee Safety and Health

1. If an on-the-job injury or accident occurs, the procedure is for the employee to contact his/her immediate supervisor and/or foreman as soon as possible for necessary information. All employees of the Bremerton School District are entitled to coverage under the District's worker's compensation plan, in conformance with state law, provided the criteria for such are met. Such compensation may include wages, ambulance costs, medical, dental, eyeglasses, therapy, etc.
2. The District shall provide the appropriate vaccine series to all employees identified as having risk of directly contacting blood or other potentially infectious material at work. Each year, the District and the Union shall review and amend, if needed, the list of positions considered to have this risk.
3. The employer will provide a safe and healthy workplace consistent with all federal, state and local laws and regulations.

SECTION J. Security Department Training

New security employees shall have orientation and preliminary training. Within the employee's first six months of employment, security employees must attend Right Response training provided by the District. Annual Right Response recertification shall be provided as required.

SECTION K. Camera Surveillance on Buses

Recording devices are a tool to assist in providing a safe and secure educational environment for students and staff. The recording may be used like any other evidence in cases involving safety concerns or employee discipline but shall not be used to monitor employee performance without prior notice to the employee. If an incident on the bus involving a student or an employee occurs, the employer will make a good faith effort to contact the Driver for their comment and to review the incident on tape with the supervisor. If the Driver is not available, the employer will notify the Union Steward or designee to view the tape in place of the employee. Such review may occur in the Transportation or Human Resources Office.

As a conflict resolution strategy, the Driver may request to meet with the parent to jointly review the video tape. The District will determine if such meeting is in the best interest of the educational environment.

SECTION L. Use of Surveillance Cameras at District Buildings

1. Recording devices are a tool to assist in providing a safe and secure educational environment for students and staff. Recordings may be used like any other evidence in cases involving safety concerns or employee discipline but shall not be used to monitor employee performance.
2. Prior to any video being used for discipline purposes, the Employee will be given an opportunity to view the security footage.
3. No cameras shall be installed and positioned in areas that would specifically monitor the work of individual employees.

SECTION M. Encampment Clean-up Wage

1. Employees assigned the cleanup of “encampments” on district property shall receive 1.5x their regular wage for the time spent on the assignment.
2. The district shall provide employees in these assignments with proper personal protective equipment (PPE), including, but not limited to: non-puncture safety gloves, eye protection, masks or respirators, handheld pickers, heavy duty garbage bags, sharps containers, etc.
3. The district will assign a minimum of two (2) employees for encampment cleanup.
4. The district will assess and evaluate safety concerns at the site before employees start encampment cleanup.

SECTION N. Staff Protection from Violent Behaviors

1. Any employee who is the victim of an assault or other violent criminal offense committed by a student shall have the right to all protections outlined in Article IV, Section I: Employee Safety and Health, as well as the following:
 - Meet with a supervisor within two (2) days of the incident or sooner if possible;
 - Review student data system entry;
 - Meet with the Assistant Superintendent, if appropriate, within seven (7) days of the incident or sooner if possible;
 - Be provided access to the Employee Assistance Program; and
 - If requested, receive additional training and/or additional supports collaboratively agreed upon with their supervisor.
2. An “assault” is when a student physically attacks another with intent to harm, and has three elements: intent, apprehension of a harmful contact, and causation.
3. Any incident which could constitute assault and battery upon an employee while acting within the scope of their employment shall be reported promptly to the employee’s immediate supervisor for investigation and immediate protective measures if warranted. The District shall provide support to the employee for such events, including assistance reporting such events to law enforcement, paid leave for participation in any legal proceedings initiated and prosecuted by law enforcement authorities, reimbursement for any damaged personal property used within a professional capacity not covered by other insurance. Additionally, should the assault occur while the employee, acting within the scope of their employment, up to three (3) days lost shall not be deducted from sick leave or any other leave (Worker’s Compensation waiting period).

SECTION O. Wage and Hours on Canceled School Days

1. Maintenance and Grounds employees who work on days when the district has canceled school for all students (e.g., snow days or other cancellations related to severe weather that requires same-day cancellation) shall receive 1.5x their hourly rate for time they spent addressing the conditions that precipitated the school closure.
2. If cancellation is announced within one (1) hour of a school-year employee’s shift and the employee is already enroute to work, the employee shall receive two (2) hours of pay at their regular wage.

3. School-year employees who have started work before a morning cancellation and are required to break down and clean their work station before leaving their worksite shall be paid their regular hourly wage for time worked, or for two (2) hours, whichever is greater.
4. The rates and hours requirements in this section do not apply to mid-day early dismissals in preparation for severe weather events. (e.g., students and staff are in school as scheduled, and the district requires early dismissal in preparation for a snow storm or other severe weather event.)

ARTICLE V. EMPLOYER RIGHTS

SECTION A. Reservation of Rights

The Employer, in its own behalf and on behalf of the electors of the District, hereby retains and reserves the right unto itself, without limitation, all power, right, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Washington, and of the United States, including, but without limiting the generality of the foregoing rights:

1. To the executive management and administrative control of the school system and its properties and facilities of its employees;
2. To determine the qualifications of all applicants and employees;
3. To determine the duties, responsibilities and assignments of its employees;
4. To terminate and/or suspend employees from duty because of reduction of programs and for good and just causes relating to employee job performance.

SECTION B. Limitations of Rights

The exercise of the foregoing powers, authority, duties and responsibilities by the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Washington and the Constitution and laws of the United States.

ARTICLE VI. LENGTH OF WORKDAY/WEEK/YEAR

SECTION A. Length of Workday

The length of the workday for all employees shall be determined by the Employer, except no scheduled workday shall be less than two (2) hours.

1. The normally scheduled workday shall be in consecutive hours except for those positions previously bid on a non-consecutive hourly basis, or as otherwise negotiated on a case-by-case basis for positions which are not bid on that basis.
2. Part-time employees assigned to work additional hours on a regular basis shall have those additional regularly worked hours added to their regular schedule after thirty (30) consecutive working days.

SECTION B. Length of Work Week

1. The District reserves the right to schedule hours and days of work but shall give employees ten (10) working days advance notice of any changes, if possible, except as otherwise provided in this Agreement. No regularly scheduled work week shall exceed forty (40) hours. No employee working five (5) consecutive days, Monday through Friday shift shall be involuntarily transferred to a regular workweek of nonconsecutive days or a regular work week including Saturday or Sunday. The District may offer for bid, post new positions or vacancies, or voluntarily transfer employees to positions which include nonconsecutive days, or Saturday or Sunday. Excluded from this section is the position of Server Floater.
2. As an exception to the above, employees may, by mutual agreement with their immediate supervisor and the Union, be scheduled for four ten-hour days. Supervisors are encouraged to support requests from employees and to work with the employee to problem solve ways to resolve the request.

SECTION C. Length of Work Year

1. All full-time employees shall be scheduled to work 260 days per year.
2. Bus Drivers (employees hired to operate buses for scheduled runs in the pick up and delivery of students to and from schools), will work the school's student calendar days and Child Nutrition Service employees will work the school's student calendar days except for shifts or portions of a shift when a meal is not served because of an early dismissal or late start.

SECTION D. Holidays

1. The following days shall be considered holidays with pay, in proportion to the number of hours regularly worked for all employees. Employees working less than 260 days a year will not be paid for Independence Day or Labor Day unless scheduled to work or on approved leave the last business day before the holiday and the first business day after the holiday.

New Year's Day	January 1
Martin Luther King's Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	1st Monday in September
Veterans' Day	November 11
Thanksgiving Day	4th Thursday in November
Friday after Thanksgiving	4 th Friday in November
Christmas Day	December 25
Day after Christmas	December 26
New Year's Eve Day	December 31

2. If an employee is required to work on listed holidays, he/she will be paid double time for the time worked, in addition to the holiday pay.

SECTION E. Email Access

1. Each transportation employee shall be provided up to fifteen minutes per week to access District employee email. Flex time will be used first prior to additional time being allocated.

ARTICLE VII. ASSIGNMENT OF WORK

SECTION A. Vacancies

Vacant positions, as well as substitute or temporary positions lasting longer than sixty (60) working days, shall first be offered to employees with the same job category in order of seniority. Upon request, the employee may take up to twenty-four (24) hours to respond after being offered a vacant position. Employees with discipline letters within the last twelve (12) months in their file shall not be eligible for filling vacant positions. All vacancies which remain after this process has been completed shall be filled in the following manner:

- a. All vacancies will be posted in the employee's place of work except for summer postings. During summer months a notice of vacancy shall be sent to each member of the bargaining unit who has submitted a self-addressed stamped envelope to be used for notice during the summer months. A copy of all postings will also be sent to the Union President.
- b. Temporary positions lasting longer than sixty (60) consecutive working days shall be posted.
- c. A vacancy will be posted for a period of five (5) working days with job description, expected building, expected work schedule, and hourly rate of pay.
- d. Seniority shall be the determining factor for filling vacancies when qualifications are substantially equal.
- e. If the senior applicants are not named to the vacancy the Employer will provide the employee, upon his/her written request, the rationale for the selection in writing.
- f. Employees must apply to be considered for posted vacancies.
- g. The District will fill vacancies within twenty (20) working days after closing of the posting, unless the posting is withdrawn or the District determines the need to continue to advertise for qualified applicants.
- h. Interviews will be normally administered to all applicant finalists for any posted vacancy.
- i. Within 20 working days of receiving a written request from the union president, the employer shall inform the union president in writing of the status of a posting or position potentially available due to retirement, termination, non-renewal, voluntary quit, assignment or reassignment.
- j. For all food service positions requiring testing as part of the interview process, the District will provide notice to all interested in-District applicants of the general areas of testing applicable for that position. Employees may take the required test for a position at any time but testing re-takes may only be repeated once every thirty (30) days.

SECTION B. Promotions

1. Employees promoted to a higher paying job description shall be given a trial period of sixty (60) working days. If, in the opinion of the immediate supervisor, his/her work is not satisfactory during this trial period, the employee shall return to his/her former job description. A copy of this opinion must be forwarded to the SEIU local Union Representative/Internal Organizer and a copy to the current Chapter President.
2. If, during the trial period, the employee determines that he/she is unsuitable for the job, the employee may request return to his/her former position.
3. An employee who returns to his or her former job description is not precluded from applying for a promotion to a higher paying job description in the future.

SECTION C. Transfers

1. A transfer is an assignment or reassignment to a different building, or job description.
2. A voluntary transfer shall be made when it is in the best interest of the Employer and agreed to by the employee.
3. An involuntary transfer shall be made when it is in the best interest of the Employer. The Employer shall give the employee being transferred five (5) working days written notice before date of involuntary transfer and a copy of such notice shall be sent to the Union President.
4. An employee involuntarily transferred to another job description shall receive, from date of transfer, the hourly rate for the job description, except that no such employee shall be making less than the hourly rate of the job description from which he/she was transferred.
5. If an employee is voluntarily transferred to another job description, or is given additional time in another job description under ARTICLE VII, SECTION E, then ARTICLE VIII, SECTION A and B control the hourly rate of pay.
6. A change in assignment due to a reduction in force under Article XIII is not an involuntary transfer under this section.

SECTION D. Transportation Assignments

1. Regularly scheduled bus routes shall be offered for bid prior to each school year on a seniority basis.
2. The driver trainer premium on Appendix A shall be paid to regular bus drivers who are certified driver trainers when such persons are providing training as assigned by the Transportation supervisor.

SECTION E. Additional Time

1. Except as otherwise provided in this Agreement, day-to-day additional work outside the regularly assigned shift (including overtime) shall be offered to qualified employees on the basis of seniority within the building, except as otherwise addressed in this Agreement. During the summer (between school years) additional time expected to last greater than ten(10) days will be offered to qualified employees on the basis of seniority department/category. Employees desiring to work extra hours in the summer will fill out a summer work application indicating the type of work desired, availability and ability to meet the qualifications of the work. Employees who would not be in overtime will be given preference for this work. Except when not practical, the immediate supervisor and/or foreman will notify the employee involved twenty-four (24) hours in advance of this additional work. If all employees offered the additional work decline the opportunity, the supervisor may assign single day work to the least senior qualified employee or hire a qualified temporary employee.
2. The District shall maintain a rotating list for Child Nutrition Service employees who volunteer for catering work outside of regular work hours in order of seniority department/category. Employees who would not be in overtime will be given preference for this work.
3. When any Child Nutrition Service kitchen is used for any activity, banquet or special party, at least one Child Nutrition Service department employee from Local 925 shall be on duty while the Child Nutrition Service kitchen is in use; this includes kitchen cleaning time. Use of a school building shall not include the use of the stadium or outside restrooms or other incidental use of the building space.
4. There shall be a minimum of two (2) hours for any call to report to work not consecutive with assigned time.
5. When any district building is used for any non-school sponsored activity, at least one custodial employee from that building shall be on duty while the district building is in use; this includes clean-up time.
6. When any district building is used for district-sponsored activities, a custodian will report to his/her building one-half hour before the end of such activity provided that the employee has received prior approval of his/her supervisor. Use of a district building shall not include the use of the stadium or outside restrooms or other incidental use of the building space.
7. Employees assigned additional time to support a user group may be expected to perform other reasonable duties as assigned.
8. On a school day, if the head custodian is absent, the most senior custodian in the building will first be offered to be temporarily transferred to the position. A substitute may be called for the lowest custodial position in the building.
9. If a daily substitute is called in Child Nutrition Service to replace an employee, that substitute

will fill the lowest position with the least hours within the building.

10. Notwithstanding Paragraph 4 above, bus drivers who are offered and accept the opportunity to cover a regularly scheduled run for an absent employee shall be paid at their regular rate of pay for the time actually worked. Eligibility for additional time will be determined based on accrued time on the driver's assigned time on the log sheets.

SECTION F. Trips for Bus Drivers

1. A trip shall be any activity involving a total of fifteen or more students needing transportation provided by Bremerton School District 100-C. All trips shall be driven by employees hired as bus drivers. If ASB hires a school district bus and driver, those trips also shall be covered by this section. Procedures will be developed and adhered to by the District to monitor the credentials and use of vehicles for transportation of fewer than a total of fifteen students.
2. A trip schedule will be developed, posted and updated by the Employer.
3. The Employer will set up a rotation schedule of assigning drivers to trips.
4. A system for qualifying drivers for trips shall be set up. At no time will a substitute or temporary bus driver be called for trips unless no regular bus driver is willing to drive the trip, and the driver assigned requests to be relieved from such assignment within twenty-four (24) hours of the expected beginning of such assignment.
5. The rotation schedule shall be determined by drawing names of all drivers who wish to drive on trips. First name drawn has preference. The schedule for the next week's trips shall be set as of noon of the preceding Friday. If a trip is canceled by the employer, the affected driver will receive the next available unassigned trip. If a driver chooses to forfeit a trip, they may not participate in the roster for trips in the next week. The forfeited trip will be filled by the next available driver on rotation.
6. No driver shall be given a second trip until all drivers have had an opportunity for a first trip. [*See Letter of Agreement, Golden Ticket*]
7. The District will provide prepaid lodging or will reimburse drivers on overnight trips for lodging and food expenses, as well as other trip-related costs which were not foreseen by the District, in accordance with District policy.
8. Drivers shall be compensated at the driver's regular rate for all time spent on co-curricular or field trips, unless the driver and the transportation supervisor mutually agree to release a driver from all duties and responsibilities for a portion of the trip.

9. If a driver vacates a route for any reason for three or more months, all midday or added hours shall be removed and posted or bid by seniority to give all drivers the opportunity to increase hours. The remainder of the vacated route shall then be posted for bid. This process is to ensure the consistency of drivers for students in the Bremerton School District, and remove the possibility of bumping process of routes during the school year.

SECTION G. Interns

1. As a part of its educational mission the District may accept interns from high school or post-secondary educational institutions. A Department that wishes to develop an internship plan will notify the Union, which may designate the names of two (2) members in the affected department who shall have the opportunity to meet with the supervisor to assist in planning the internship. Interns shall not be covered by any other provisions of this Agreement. No SEIU member shall suffer a reduction in hours or a loss of benefits status as a result of this Intern program.

ARTICLE VIII. SALARY PROVISIONS

SECTION A. Salary Schedule

1. All employees shall be paid according to the salary schedules attached as Appendix A. For positions with step schedules, to be eligible for a full year's service credit an employee must have worked at least 90 days in a given school year, Employees be placed on the salary schedule based on their total years of service within the SEIU bargaining unit.
2. For the 2024-25 school year, the base wage rates on Appendix A shall be implicit price deflator plus two (2) percent (total of 5.7%) observed retroactive to September 2, 2024.
3. For the 2025-26 school year, the base wage rates on Appendix A shall be increased by the implicit price deflator or four percent (4%), whichever is greater.
4. For the 2026-27 school year, the base wage rates on Appendix A shall be increased by the implicit price deflator or four percent (4%), whichever is greater.

SECTION B. Persons Assigned to More Than One Position

When an employee works in more than one job description/custodial grade, he/she shall be paid at the appropriate hourly pay rate for the time spent in each job description/custodial grade, as identified in Appendix A.

SECTION C. Persons Who Work in More Than One School

Employees involuntarily required to work in two or more schools will be paid for fifteen (15) minutes travel time between schools, not to include assigned time, provided that no more than one hour of non-assigned time is scheduled between assignments at different schools.

SECTION D. Paydays

Paydays shall be consistent with certificated employee paydays and all warrants shall automatically be deposited into the bank. All employees will be paid in twelve (12) monthly payments.

SECTION E. Overpayment/Underpayment Procedure

The following shall be the procedures for overpayment/underpayment for an employee's salary:

1. If the employee recognizes the error, it is the employee's responsibility to immediately notify the Payroll Office in writing.
2. If the District recognizes the error, the Payroll Office will immediately notify the employee in writing as to the amount of the underpayment/overpayment and the

procedures for arranging repayment.

3. If the error is an underpayment of greater than ten hours of pay of the employee's regular hourly rate or more than \$200, the District will reimburse the employee within two (2) weeks, otherwise the employee will be reimbursed in the next pay cycle.
4. If the error is an overpayment, the Payroll Office will meet with the employee to arrange a payroll deduction schedule. The Director of Personnel will intervene in any unusual situation at the request of either the employee or the Payroll Office.

SECTION F. Block Time Payment for Bus Drivers

Service Employees International Union Local #925 and the Bremerton School District No. 100-C agree to the following pay procedures for bus drivers:

1. All benefits shall be calculated and paid based on the employee's assigned block time (as defined below). Wages shall be adjusted each pay period to reflect the actual time worked by the bus drivers as recorded from the Daily Driver's Logs, as summarized in the monthly time sheets. Pooled benefits cannot be adjusted retroactively.
2. Each bus driver shall be assigned a "block time" which corresponds to the employee's regularly scheduled daily hours including driving time and fifteen (15) minutes for each required pre- and post-trip bus checks. Pre-trip bus checks are required the first time a driver drives a specific bus during the workday, and post-trip bus checks are required only after the final run of the workday. Bus checks include warm-ups, sweeping and other similar activities. Block times shall be rounded up to the nearest one-quarter (1/4) hour.
3. Initial block times for routes shall be set by the District according to the times experienced in the prior school year unless a change in the route is made prior to each school year. Block times shall be updated (adjusted upward or downward) by November 1 (to facilitate November pooling) of each school year to reflect actual experience with those routes over the first month and a half of school. Changes will be retroactive to reflect the actual time worked. Subsequent changes in routes or duties that increase or decrease regularly scheduled daily hours by fifteen (15) minutes or more per day shall result in updated block times. Such changes will be retroactive to when the change of routes or duties occurred. A bus driver who believes that the assigned block time for his or her routes does not reflect the actual time required to complete those routes may request in writing that the assigned block time be changed. The Transportation supervisor or designee may elect to ride along with the employee to verify the assigned block time before approving the change. Within ten (10) working days of when block times are assigned or changed, employees shall be provided an estimate of the monthly or annual wages corresponding to such block time.
4. Each bus driver shall complete and turn in Daily Driver's Logs which record the actual hours worked by the employee each day, including driving time, all required pre- and post-trip bus checks, bus washing, phone calls to parents, updating route cards, preparing discipline

reports, district directed meetings, parent conferences, or any and all additional assigned work. Bus drivers shall record and be paid actual time worked each day to the nearest five (5) minutes. Monthly time shall be calculated and rounded up to the nearest (1/4) hour.

5. This section is not intended to alter the manner in which employees select routes by seniority bid at the beginning of the year. Drivers who lose time due to a downward adjustment in block time of thirty (30) minutes or more may select the route of a less senior driver with more time.

SECTION G. Professional Certification

1. The District agrees to provide a minimum of five (5) days of professional development for each technology position. Additional days may be provided with pre-approval from the Technology Supervisor.
2. A list of specific approved computer certifications will be maintained by the department supervisor. Each technology employee will be reimbursed for the certification fee for one test each year. In the event the test must be retaken by the employee, additional certification fees will be the responsibility of the employee.
3. Each technology employee is eligible to receive \$800 on an annual basis for completing and maintaining an A+ certification or equivalent (as determined by the Technology Director). Each technology employee is eligible to receive an additional \$800 for a second certification as approved by the Technology Director. Such stipend(s) will be distributed in either a lump sum payable at the completion of the contract year or distributed equally over the twelve months of pay, or a pro-rata share for the remainder of the twelve months if the stipend is achieved mid-year. Failure to maintain the certification will result in immediate revocation of the stipend.

SECTION H. Cost of Physical Exam

1. The District will reimburse an employee up to one hundred and fifty dollars (\$175) per contract year for physicals required for employment as a school bus driver.

SECTION I. Cost of Food Handler Permit

1. Effective September 1, 2018, the District will reimburse non-probationary regular child nutrition employees the cost of obtaining a Kitsap County Department of Health food handler's permit or renewal of same.

SECTION J. Child Nutrition Certification

1. The District and the Union agree professional development is an important benefit for food service staff and valuable to the District. To provide an incentive for participation in the School Nutrition Association (SNA) professional development certification program, each permanent food service employee shall receive the stipend and payment of the annual membership fee for achieving and maintaining a current and valid certificate as shown below and payable at the end of the school year:

SNA Certificate:

- Level 1 \$300
- Level 2 \$350
- Level 3 \$450

SECTION K. Plumber/HVAC/Electrician Certification

1. The employees assigned as the HVAC, electrician and plumber are eligible to receive \$1000 on an annual basis for completing and maintaining the license or certificate for the respective trade. Such stipend will be distributed in either a lump sum payable at the completion of the contract year or distributed equally over the twelve months of pay, or a pro-rata share for the remainder of the twelve months if the stipend is achieved mid-year. Failure to maintain the certification will result in immediate revocation of the stipend. Failure to maintain the certification may also be just cause for termination.

SECTION L. Shoe Allowance

1. The District will provide each regular maintenance, grounds and warehouse employee two hundred dollars (\$200) for the purchase of work-related safety footwear to be paid in the month of September. All other employees will receive one-hundred dollars (\$100) for the purchase of work-safety footwear to be paid in the month of September.

SECTION M. New-hire and Referral Bonuses in Transportation

1. Newly hired drivers shall receive a \$1,500 hiring bonus to be paid in two installments, with the first payment of seven hundred fifty dollars (\$750) to be paid after successful completion of 45 days of driving an assigned route as a permanent employee. After ninety (90) working days, employees who successfully complete their probationary period will receive a second and final payment of seven hundred and fifty dollars (\$750) to be paid during the next pay period.
2. Any current driver who refers a successful new hire shall receive a five-hundred-dollar (\$500) referral bonus to be paid in two equal installments, the first when the newly hired employee successfully completes 45 days of driving an assigned route and the second after the new employee completes ninety (90) working days and comes off probation.

SECTION N. Transfer of Previous Experience

1. Employees who are verified to have worked in student transportation driving a school bus to and from school shall be entitled to longevity credit for placement on the salary schedule only.

SECTION O. Commercial Driver License Fees

1. The district shall reimburse employees for the following:
 - a. Six-year or eight-year CDL renewal
 - b. Medical examinations (Commonly referred to as the “medical card”)
 - c. CPR and AED training
2. The district shall reimburse newly hired employees or directly pay for new license fees and examinations required to obtain a commercial driver license, including, but not limited to:
 - a. General knowledge exam
 - b. Passenger endorsement
 - c. School bus endorsement
 - d. Air brakes exam
 - e. New license issued by Washington State

SECTION P. Notification of Adjusted Custodial Priorities

1. When staffing needs force the district to move custodial staff from their regular worksite without assigning a substitute, the district shall notify building administration of the affected building of the staffing shortage and adjusted custodial priorities.

SECTION Q. Cancellation Notice and Pay

1. Cancellation notice: For weekday trips or portions of trips which are canceled with less than (1) hour advance notice of their scheduled pick-up time, the driver shall be made whole by being assigned to drive an available route or by being paid for the balance of their missed block time. If a weekend trip is canceled later than 9:00 p.m. the night prior to the weekend trip, then the driver will receive two (2) hour callout pay.

2. Weather-related cancellations only: When trips are canceled due to weather conditions and the driver is already on paid time when notified, any notification of cancellation that is not at least one (1) hour in advance of the assignment starting time shall receive up to a maximum of two (2) hours pay, with this amount of time to be determined in order to make that portion of their block time whole. If there is no block time on that day (i.e., the trip occurs outside of regular school hours) then the driver shall receive up to a two-hour call out if they have already left for the trip. If they have not yet left on their trip, then the trip rotation rules, as laid out in the departmental handbook shall be followed.

SECTION R. Computer Technology On-call Stipend

1. The District will allocate two “on-call” stipends of \$5,000 for the purpose of compensating computer technology employees who monitor critical district systems, network infrastructure, student safety, online safety and security, phone systems, thermal monitoring of server rooms, etc. The District will designate the two employees responsible for these “on-call” duties and eligible for the stipend.
2. Employees who receive the stipend will be expected to answer or return emergency phone calls, texts, or emails from their supervisor or district administrators during non-working hours.

ARTICLE IX. EMPLOYMENT EVALUATION

SECTION A. Performance Evaluations

1. The evaluation process is intended to contribute to the professional development of all bargaining unit staff members and is not designed for the purpose of disciplining or reprimanding bargaining unit members.
2. Probationary employees shall be evaluated by their immediate supervisor within the probationary period utilizing the appropriate evaluation form found in the Appendix of this agreement. During the probationary period, such employees shall not be subject to the grievance procedure provisions of this Agreement. Employees shall be without recourse for termination during the probationary period.
3. All employees who have completed their probationary period will be evaluated in writing by June 1 of each year by their immediate supervisor. The immediate supervisor shall use the appropriate evaluation form found in the Appendix of this Agreement and shall discuss the evaluation with the employee in a conference. The employee, if he/she wishes, shall have the right to disagree in writing with the supervisor's evaluation.
4. The employee's evaluation and disagreement (if there is one) will become a part of his/her personnel file.
5. All employees shall be evaluated by the Supervisor of their respective divisions. Supervisors may seek input from persons within the bargaining unit, provided that all evaluation ratings and comments must reflect the independent judgment of the Supervisor.

ARTICLE X. INSURANCE BENEFITS

SECTION A. Medical/Salary Insurance

1. The District will offer insurance benefits through the School Employees Benefits Board (SEBB) under the rules and regulations adopted by the Washington State Health Care Authority and SEBB.
2. The District shall provide personal liability coverage for employees covered by this agreement, related to their contact with students and the public while performing their job description duties.

SECTION B. Personal Property Loss

1. In the event of damage to an employee's vehicle in an authorized parking area and/or while the employee is performing assigned duties, the Employer shall pay the deductible amount of the employee's insurance policy or two hundred and fifty dollars (\$250.00) whichever is less.
2. For personal property (excluding personal effects, wallets, purses, etc.) which is damaged or stolen on school property and/or while employee is performing assigned duties, the Employer shall pay one hundred dollars (\$100.00). Personal property shall be registered with the Business Office. Claimant will certify that the claim is valid and that the necessary repairs will be made or that replacement will be made with a similar item.

ARTICLE XI. LEAVES

SECTION A. Application for Leave

1. For any leave which is not pre-approved, the employee shall notify the supervisor as soon as possible and shall verify the type of leave requested within three (3) working days of returning to the job.

Any denial of special or emergency leave can be appealed to the Supervisor of Human Resources.

2. In July, the District will permit an employee to cash out five days of annual leave at the employee's regular rate of pay upon the request of the employee.
3. In July, the District will permit an employee to cash out up to three days of personal leave at the employee's regular rate of pay upon the request of the employee.

SECTION B. Annual Leave

1. Annual leave shall be paid employees at their daily pay-rate for regularly paid scheduled hours. All year-round (260 workdays per year) employees earn annual leave according to the following formula:

1-4 years (inclusive)	10 days
5-9 years (inclusive)	15 days
10 years	16 days
11 years	17 days
12 years	18 days
13 years	19 days
14-19 years (inclusive)	20 days
20 years	24 days

2. 260 day employees may allow annual leave to accumulate from year to year; however, no more than thirty (30) days may be carried over from one employment year to the next.
3. Upon resigning or retiring or other employment termination, employees will be paid their annual leave at their current rate of pay.
4. The leave year is determined by the school year, September 1 to August 31. To be eligible for a full year's service credit, an employee must have worked at least 90 days in a given school year.
5. All 260-day employees may take annual leave at times approved by their immediate Supervisor, except that no custodian may take vacation during the first five (5) working days after the school year is over or the first five (5) working days before the school year begins, and no more than two custodial employees may schedule vacation on the same

school day. Exceptions to this blackout period may be made at the discretion of the District on a case-by-case basis. The District will work with the employees to allow leave during the blackout period for important life events or circumstances.

6. If it is an administrative decision that a building be closed for unforeseen conditions, a twelve-month employee shall not be required to take annual leave nor be penalized in any way if the employee reports to work.
7. Requests for annual leave will be submitted in writing to the immediate supervisor a minimum of 48 hours in advance of the requested leave date. No request for annual leave during authorized leave times will be unreasonably denied.
8. Annual leave will be granted after three (3) months of employment. Annual leave shall be earned from the beginning date of employment. Annual leave will be credited September 1 of a given school year. Should an employee leave employment mid-year, annual leave awarded for that school year will be prorated in accordance with the FTE actually worked.
9. Annual leave or emergency leave may be used by year-round employees for days when the District decides to close school because of snow or other emergency condition.
10. Employees scheduled to work 260 days per year, shall be given one additional day off under the same conditions as annual leave in calendar years with 261 workdays, and shall be given two additional days off under the same conditions as annual leave in calendar years with 262 workdays.

SECTION C. Sick Leave

1. One day of sick leave shall be earned for each month of paid work (e.g., 10 days for 10-month employees, 12 days for 12-month employees). For additional time worked during the summer (between school years), a “month of paid work” shall be defined as any calendar month an employee works a minimum of fifteen (15) days. Employees who are employed for additional time during the summer outside of their regular department (as defined in Article I Section A) will not use sick leave earned in another department but may use the one or two days earned during the summer in that department. Employees who work additional time during the summer (between school years) in their own departments will be able to use any of their sick leave.

After five (5) consecutive days of personal illness, a doctor's or a practicing practitioner's written verification may be required to be provided to the Employer within ten (10) working days of the first day of leave usage. Such leave will be available September 1 of each year based on the expected work year of an employee. Should the expected work year of an employee change, leave balances will be adjusted accordingly. Furthermore, should an employee leave District employment mid-school year, sick leave accrual for that school year will be altered to reflect the sick leave amounts that the employee actually qualified for.

2. Sick leave will be granted only for the employee's personal illness, medical, optical, or dental visits that cannot reasonably be scheduled outside working hours. Additionally, sick leave may be used to care for a child of the employee under the age of eighteen with a health condition that requires treatment or supervision, or for a spouse, parent, parent-in-law or grandparent who has a serious health condition or emergency condition in accordance with state law.
3. Sick leave buyout shall be provided by Board policy as allowed by law.
4. The District may request a doctor's verification of an employee's ability or inability to work at any time a pattern of conduct, that over a significant period, indicates the need for such medical assessment or a pattern of absenteeism (such as a pattern of repetitive Friday absences) over a period of two months. If a specific medical professional is chosen by the District, the cost of such assessment shall be paid by the District.
5. The Employer shall implement a leave sharing program on a case-by-case basis (not pooled leave) in accordance with applicable state law and regulations. Each day transferred shall be valued on an hour-for-hour basis.
6. Two days of sick leave may be used for emergency purposes. The problem must be suddenly precipitated, must be of such a nature that pre-planning is not possible, or where pre-planning cannot relieve the necessity for the absence. The problem cannot be of minor importance or of mere convenience, but most serious.
7. Family Medical Leave will be administered in accordance with State and Federal Laws, including up to 12 weeks of leave for a serious health condition for a parent, spouse or child's serious health condition, or for parental leave.

SECTION D. Special Leave

1. Separate from an employee's personal sick leave, five (5) paid working days, in one contract year, of special leave for the serious health condition or death of a spouse, child, grandchild, parent, parent-in-law, sibling, sibling-in-law, uncle, aunt, niece, nephew, maternal and/or paternal grandparents and any person living in the immediate household. This is not to be cumulative. A doctor's verification of illness may be required for such leave.
2. As an exception to the above, special leave shall be allowed only for death of daughter-in-law or son-in-law.
3. A Serious Health Condition shall be interpreted in a manner consistent with the Federal Family and Medical Leave Act. See Appendix H.

SECTION E. Civic Duty Leave

The District shall grant leaves to employees for the days they are required to serve on a jury. Any compensation (not mileage) received by an employee for jury duty performed on a workday is to be reimbursed to the District. The District shall grant a maximum of two (2) days leave (witness fees to be reimbursed to the District) to an employee subpoenaed as a witness in a court or other legal proceedings; provided that a leave with pay shall not be granted to an employee for a case brought or supported by an employee or union, or for a case in which the employee has a direct or indirect financial interest in the proceedings.

SECTION F. Leave of Absence Without Pay

1. General Provisions

- a. Upon request of an employee who will have completed three (3) years of satisfactory service by the conclusion of the current school year, the Board may approve a leave of absence without pay up to a full year. The best interests of the District shall be the principal criterion for the approval of such leave.
 - b. Untimely application for leave of absence shall be adequate reason for refusal, but the application by February 1, for leave to begin in July shall not be considered untimely.
 - c. No sick leave benefits, annual leave benefits, seniority (after thirty {30} days of leave of absence without pay), or insurance benefits, shall be earned during leave of absence, but benefits previously earned shall not be reduced or forfeited.
 - d. The request for unpaid leave shall state the number of days requested for such leave. Notice of intent to return shall be given to the Superintendent in writing on or before the employee's thirtieth (30th) working day before the employee wishes to return.
 - e. Employees on leave may continue insurance coverage by delivering their payments to the District.
2. **Leave Without Pay** - During the current school year absences other than those described above will not be allowed with pay. In the event of leave without pay, a full deduction will be made for time not worked. Such leave will not be granted to exceed thirty (30) working days. A request for unpaid leave of absence shall state the exact number of working days requested for such leave. Such requests shall be made to the Director of Personnel.
3. **Sick Leave of Absence Without Pay** - When a regular employee has used up all his/her accumulated sick leave and is ill and requires a period of recuperation, the Employer shall grant a leave of absence without pay for the recuperation period, provided that, the employee presents a doctor's statement stating that the recuperation period is required. Such leave shall not continue beyond the school year. The request for such leave shall state the number of days requested. Notice of intent to return shall be given to the Superintendent in writing on or before the thirtieth (30th) working day before the employee wishes to return.

SECTION G. Disability/Adoption/Military

1. Disability Leave (Including Maternity)

An Employee requesting disability leave shall give written notice to the Employer at least two (2) weeks prior to commencement of said leave, if possible. The written request for disability leave should include a statement as to the expected date of return to employment, and advance notice of the actual date of return to employment shall be given as soon as possible. Sick leave shall be granted for disability leave. In the event sick leave is exhausted, then the employee shall, if requested in writing, be granted a leave of absence without pay for the period of disability, provided that such leave not continue beyond the duration of the current year unless authorized in advance by the Director of Personnel. Disability leave usage may require a doctor's verification.

2. Adoption Leave

An employee receiving a child through legal adoption may request paid leave and shall be granted no more than four (4) days. In addition, employees may use up to ten (10) working days to be deducted from sick leave. Such leave may be used for:

- a. Travel to obtain child
- b. Required observation with child
- c. Court and legal procedures to finalize adoption.

3. Military Leave

- a. Military leave shall be granted as required by law.
- b. It shall be the policy of the District to reinstate an employee immediately upon his/her return from military service if it is his/her desire and a vacancy he/she is qualified to fill exists.

SECTION H. Personal Leave

1. Each non-probationary employee shall be entitled to two personal leave days each school year without a deduction from salary. Each employee may carry over three (3) personal days for a cumulative maximum of five (5) personal days. Such day must be scheduled in at least half-day increments. (If the employee's workday is less than four (4) hours, the personal leave must be taken in whole day increments.) Transportation employees, in excess of four hours of assigned work for that day, may schedule a personal day in increments equal to one day over any two separate days. The employee shall schedule the personal leave absence with the employee's supervisor as far in advance as possible. Requests for personal leave will be processed in order of receipt of requests, and, for positions which normally have substitutes when the employee is on leave, may be denied if a substitute is not available. When notification is less than 24 hours in advance of absence, and in the event that a half-day sub is not available, a full day's personal leave must be taken.

2. At the end of each school year, employees may trade each unused day for the one day paid at the regular rate per personal day traded in and/or roll over unused days to the following year and accumulate a maximum of five (5). The District shall provide an opportunity prior to the last day of school for employees to make this selection by July 1.
3. The personal leave may not be scheduled to be taken during the first ten (10) days of the student school calendar nor during the last five (5) days of the student school calendar. The personal leave may not be used to extend the Thanksgiving, Winter, or Spring Breaks. In special circumstances, exceptions to the beginning and end of school year rule may be granted by the supervisor with right to appeal to the Director of Personnel. Departmental procedures will set the number of people who can use personal leave at one time. No personal leave shall be available to any employee during any work stoppage or strike by any group of employees against the District.

ARTICLE XII. TERMINATION OF EMPLOYMENT

SECTION A. Discharge for Good and Just Causes

1. The Employer may discipline, suspend or discharge any employee for just cause and shall comply with the principles of progressive discipline. The principles of “just cause” are explained in Appendix B. Employees are also entitled to Weingarten and Loudermill rights as explained in Appendices C and D, respectively.
2. Warning notices or letters of reprimand shall remain effective for a period of twenty-four (24) months, after which time such notices shall be removed from the personnel file, unless the document relates to one of the causes listed in paragraph 3, subsection a through d below. A copy of such notices shall be forwarded to the Union President. No letter of discipline/reprimand shall be put into an employee’s file without the knowledge of the employee, as verified by an employee signature. An employee may draft a reply to the charges, a copy of which shall be attached to the notice in the personnel file.
3. No prior warning notices shall be necessary if the cause for the recommended discharge or suspension is:
 - a. confirmed theft of school property;
 - b. confirmed use of alcohol, illegal drugs, or controlled substances (as required by state or federal law) affecting the performance of duties;
 - c. confirmed immoral conduct which would generally be considered detrimental to moral or physical well-being of students;
 - d. confirmed abuse of a student, employee or citizen;
 - e. such other matters as would be approved by an arbitrator.

ARTICLE XIII. REDUCTION IN FORCE

SECTION A. Notification to Union

When it is determined by the District that a reduction in force is to take place, the District shall notify the President of the Union in writing at least ten (10) working days prior to RIF notice to employees. The District will provide seniority lists for all departments/categories to the Union. The Director of Human Resources will review with the Union President the procedures followed in determining the "RIF'd" employees prior to employee notifications.

SECTION B. Categories of Positions

The following departments/categories of positions shall be recognized for the purpose of layoff, recall and replacement of displaced employees:

- Transportation
- Maintenance
- Child Nutrition Services
- Custodial Services
- Campus Security
- Print Shop/Mail Carrier
- Warehouse
- Computer Technology Services

SECTION C. Notice of Layoff

The Employer will give affected employees fifteen (15) working days written notice before date of layoff.

SECTION D. Seniority Procedure Steps

1. An employee subject to layoff in a department/category may displace least senior employee in the same department/category, provided the employee meets the qualifications for that position.
2. In the event the above procedures are followed and the employee subject to layoff is not placed, if the employee as established seniority in a previous department/category within a bargaining unit, the employee may displace the least senior employee in that lower paying department/category provided the employee meets the qualifications for that positions.
3. Employees will be placed on the salary schedule based on years of seniority within the department/category.
4. Employees shall accumulate seniority while on layoff up to a maximum of one year.
5. Laid-off employees may continue insurance coverage in accordance with the rules and regulations of the SEBB.

SECTION E. Recall Procedure

1. When an opening occurs in a job description, displaced employees from that department/category within the bargaining unit will first be offered reinstatement to their previous jobs in order of seniority.
2. Should the Employer be unable to fill the opening in this manner, employees on layoff from that department/category will be offered recall in order of seniority.
3. Employees on the recall list, when recalled to work, shall be given five (5) days advance notice in which to report for work, such notice shall be by certified mail. When the employee receives notice of recall, he/she must notify the Employer on or before 3:00 p.m. of the second working day following the receipt of such notice of his/her intention of accepting or rejecting recall or he/she will be terminated. Notice by mail shall be completed by deposit of the notice in the United States Post Office. Certified Mail - Return Receipt Requested - directed to the employee at his/her address shown on the Employer records.
4. Laid-off employees must accept recall, regardless of shift, to their previous job description or be terminated. If an employee on layoff rejects the recall to a lower paying job description, he/she will not be called again for a lower paying job description/ unless he/she notifies the Employer in writing. Employee recall rights will continue for twelve (12) months.
5. If an employee fails to report within five (5) working days after proper notice, without giving a reason acceptable to the Employer for not reporting, he/she will be terminated.
6. In instances in which employees cannot return to work within the required time limit, the next eligible employee may be recalled and may be permitted to work until the senior employee returns. The next eligible employee may reject the temporary recall without losing his/her seniority on the recall list.
7. Employees shall notify the Employer of their proper post office address or change of address. The Employer shall be entitled to rely upon the address shown upon its records.
8. Employees accepting recall will be paid the regular rate, plus any applicable steps for longevity, for the job to which they are recalled. Laid off employees accepting temporary positions under this section will also be paid their regular rate, plus any applicable steps for longevity.

ARTICLE XIV. GRIEVANCE PROCEDURE AND ARBITRATION

SECTION A. Definition of a Grievance

1. A grievance is defined as an alleged violation of a specific article or section of this Agreement.
2. In the event an incident occurs which does not fall under the terms of this Agreement and the Employer or an employee, or the Union feels it is a grievable matter, the Employer shall meet with the Union to discuss the incident, determine possible solution and/or determine grievability.

SECTION B. Procedures for Filing an Informal Grievance

1. Prior to filing a grievance, the employee shall meet with his or supervisor to discuss the grievance within ten (10) working days of the occurrence of the alleged violation or within (10) working days of when an employee should reasonably have known of the occurrence of the alleged violation. If a resolution is reached, the parties will memorialize the resolution in writing. A union representative shall be allowed to participate in the meeting.
2. If no resolution is reached, the grievance shall be filed in writing with the immediate supervisor within five (5) working days of the meeting with the immediate supervisor. *[Refer to Appendix F for informal grievance form]*
3. The immediate supervisor must give a written answer to the employee within five (5) working days after the filing of the grievance.
4. The Union and Employer anticipate that most grievances will be settled at this level. If the grievance is not resolved informally, the aggrieved has five (5) working days from the date he/she receives the immediate supervisor's written answer to file a formal grievance.

SECTION C. Procedures for Filing a Formal Grievance

1. If the informal grievance is not resolved, the Union shall present the Formal Grievance Review Form (refer to Appendix G) to the Superintendent or his/her designee.
2. A meeting to discuss the grievance shall be held at a mutually agreeable time within ten (10) working days upon request of either the Union or the Superintendent or his/her designee. Within ten (10) working days after receipt of the Formal Grievance Review Form, or the grievance meeting held at this step, whichever is later, the Superintendent, or his/her designee, shall review the grievance and shall provide in writing a ruling regarding the grievance to the Union.
3. If the grievance is not resolved, the Union may, within ten (10) working days after receipt of the Superintendent's ruling, request arbitration. The parties shall attempt to select a mutually acceptable arbitrator. If the parties cannot voluntarily agree on an arbitrator within ten (10) working days, they shall obtain a list of seven (7) arbitrators from the Federal Mediation and

Conciliation Service and arrive at a choice within ten (10) working days after receipt of said list by alternately striking names until only one remains. That person shall then be the arbitrator to hear the issues. The cost of arbitration shall be shared equally by the Union and the Employer. The powers of the arbitrator are limited to making a decision in regard to alleged violation of the articles and sections as cited in the Formal Grievance Review Form. The findings of the arbitrator are binding.

4. Neither party may amend the issues presented in prior steps of the grievance process after requesting arbitration.
5. Time limits must be met unless it is mutually agreed upon in writing to extend the time limits for a predetermined number of working days, not to exceed fifteen (15) working days per extension.

SECTION D. Powers of the Arbitrator

1. The arbitrator shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
2. The arbitrator shall have no power to establish salary structures or change any salary.
3. The arbitrator shall have no power to rule on any of the following:
 - a. The termination of services of, or failure to reemploy, any probationary employee.
 - b. Any claim or complaint for which there is another remedial procedure or course established by State/Federal law or by regulation having the force of State/Federal law.
 - c. Any matter involving employee evaluation.

SECTION E. Mediation

At any time, the Union or the District may request formal mediation of the grievance. If one party requests mediation, the other party shall respond within five (5) working days.

1. The District and the Union must mutually agree to submit a grievance to mediation.
2. Within five (5) working days following the agreement of the District and the Union to mediate the grievance, the parties shall mutually select a third-party mediator. Mediation conferences will take place at a mutually convenient location and time.
3. The presentation of facts and considerations shall not be limited to those presented at the prior steps of the grievance procedure. Proceedings before the mediator shall be informal in nature.
4. The fees and expenses of the mediator shall be shared equally by the parties.
5. If the grievance is not resolved, the parties are free to move the grievance to the next step within fifteen (15) working days following mediation.

ARTICLE XV. RECOGNITION OF DISTRICT AFFIRMATIVE ACTION POLICY

SECTION A. Non-Discrimination

1. There shall be no unlawful discipline or discrimination during the employment of any person because of such person's age, sex, marital status, race, creed, color, national origin, domicile, political activity or lack thereof, or the presence of any sensory or physical handicap.
2. The private and personal life of an employee is not within the purview of this Agreement except when said private and personal life affect the employee's job performance, or when the employee commits acts of sexual or physical misconduct or other criminal acts. The parties agree to comply with State/Federal anti-discrimination laws.

ARTICLE XVI.

ENTIRE AGREEMENT CLAUSE

All rights, duties, and functions of management not specifically limited by this Agreement shall remain within the authority of management provided that any substantial change in terms and conditions of employment shall be negotiated with the Union pursuant to RCW 41.56

ARTICLE XVII. DURATION AND SEPARABILITY

SECTION A. Duration

1. The terms of this Agreement shall be from September 1, 2024, through August 31, 2027.
2. All provisions of this Agreement shall be applicable to the entire term of this Agreement notwithstanding its execution date, except as provided in the following section.

SECTION B. Separability

1. This Agreement may be reopened and modified at any time during its term upon mutual consent of the parties in writing.
2. Either party shall reopen this Agreement by written notice to the other party sixty (60) days prior to the contract anniversary date.

SECTION C. Conformity to Law

1. If any provision of this Agreement or the application of any such provision is held invalid, the remainder of this Agreement shall not be affected thereby.
2. Neither party shall be compelled to comply to any provision of this Agreement which conflicts with State or Federal statutes or regulations promulgated pursuant thereto.
 - a. In the event either of the two (2) previous paragraphs is determined to apply to any provision of this Agreement, such provision shall be renegotiated.

IN WITNESS THEREOF, the parties have executed this Agreement by their duly authorized representative.

SCHOOL EMPLOYEES UNION, LOCAL #925
OF SERVICE EMPLOYEES INTERNATIONAL UNION

BY: _____
Grant Engle, SEIU Local 925

_____ Date

BY: _____
Justin Feltus, SEIU Representative

_____ Date

BREMERTON SCHOOL DISTRICT 100-C
BOARD OF DIRECTORS

BY: _____
Alyson Rotter, President

_____ Date

ATTEST:

BY: _____
Donna Colosky, Interim Superintendent

_____ Date

APPENDIX A
2024-2025 SEIU Salary Schedule

LANE	Campus Security	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
18-00	Lead Campus Security	\$ 28.14	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.35	\$ 31.97	\$ 32.61
19-00	Campus Security	\$ 27.72	\$ 28.53	\$ 29.11	\$ 29.69	\$ 30.28	\$ 30.89	\$ 31.50	\$ 32.14
	Temporary/Substitute Campus Security	\$ 24.95							

LANE	Child Nutrition Services	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
60-01	Server/Server Floater*	\$ 21.31	\$ 21.94	\$ 22.38	\$ 22.82	\$ 23.28	\$ 23.75	\$ 24.22	\$ 24.70
61-01	High School Kitchen Mgr	\$ 28.86	\$ 29.71	\$ 30.30	\$ 30.91	\$ 31.52	\$ 32.15	\$ 32.80	\$ 33.45
62-01	Secondary Assistant Cook	\$ 22.50	\$ 23.16	\$ 23.62	\$ 24.09	\$ 24.57	\$ 25.06	\$ 25.57	\$ 26.08
65-01	Delivery Driver	\$ 27.09	\$ 27.89	\$ 28.44	\$ 29.01	\$ 29.59	\$ 30.18	\$ 30.79	\$ 31.41
66-01	Head Cook/Kitchen Lead	\$ 24.94	\$ 25.67	\$ 26.18	\$ 26.71	\$ 27.24	\$ 27.79	\$ 28.34	\$ 28.90
67-01	Middle School Manager	\$ 27.41	\$ 28.22	\$ 28.78	\$ 29.36	\$ 29.94	\$ 30.54	\$ 31.15	\$ 31.77
99-01	Summer Central Kitchen Manager Central Kitchen Manager	\$ 30.32	\$ 31.21	\$ 31.83	\$ 32.47	\$ 33.12	\$ 33.78	\$ 34.46	\$ 35.15
	Temporary/Substitute Food Service	\$ 19.18							
	Temporary/Substitute Delivery Driver	\$ 24.38							

* 10-hour minimum per week
\$0.25/hour premium for nutrition education work
SNA certification paid at end of year

LANE	Transportation (180 days)	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
37-01	Regular Driver	\$ 30.57	\$ 31.46	\$ 32.09	\$ 32.73	\$ 33.39	\$ 34.06	\$ 34.74	\$ 35.44
39-01	Dispatcher/Driver Trainer	\$ 38.02	\$ 39.13	\$ 39.92	\$ 40.71	\$ 41.53	\$ 42.36	\$ 43.21	\$ 44.07
	McKinney-Vento Temporary/Substitute Driver	\$ 29.11							
	Temporary/Substitute Regular Driver	\$ 27.51							

\$0.25/hour for a regular driver who has a trainee riding along

LANE	Transportation (260 days)	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
38-01	Mechanic/Coordinator	\$ 31.09	\$ 32.00	\$ 32.64	\$ 33.30	\$ 33.96	\$ 34.64	\$ 35.34	\$ 36.04

LANE	Custodial Service	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
80-01	Custodian	\$ 27.38	\$ 28.18	\$ 28.75	\$ 29.32	\$ 29.91	\$ 30.50	\$ 31.11	\$ 31.74
80-02	Elementary Head, Admin. Build. Head, WST Head & Second Custodian	\$ 29.47	\$ 30.33	\$ 30.94	\$ 31.56	\$ 32.19	\$ 32.83	\$ 33.49	\$ 34.16
80-03	Secondary Head & K-8 Head Custodian	\$ 30.84	\$ 31.74	\$ 32.37	\$ 33.02	\$ 33.68	\$ 34.36	\$ 35.04	\$ 35.74
80-04	Foreman	\$ 35.33	\$ 36.36	\$ 37.09	\$ 37.83	\$ 38.59	\$ 39.36	\$ 40.15	\$ 40.95
	Temporary/Substitute Custodian	\$ 24.64							

All shifts beginning between 11:00 a.m. and 4:59 p.m. will be paid an additional \$0.18 per hour for the entire shift
All shifts beginning between 5:00 p.m. and 7:59 p.m. will be paid an additional \$0.32 per hour for the entire shift
All shifts beginning between 8:00 p.m. and 12:59 a.m. will be paid an additional \$0.50 per hour for the entire shift
All shifts beginning between 1:00 a.m. and 4:59 a.m. will be paid an additional \$0.32 per hour for the entire shift

LANE	Maintenance	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
43-01	Helper (Maintenance, Athletic Field, Grounds)	\$ 27.71	\$ 28.52	\$ 29.09	\$ 29.67	\$ 30.26	\$ 30.87	\$ 31.49	\$ 32.12
44-01	Groundskeeper; Small Engine Repair	\$ 32.46	\$ 33.41	\$ 34.08	\$ 34.76	\$ 35.45	\$ 36.16	\$ 36.89	\$ 37.63
45-01	Lead Groundskeeper	\$ 35.55	\$ 36.59	\$ 37.32	\$ 38.06	\$ 38.82	\$ 39.60	\$ 40.39	\$ 41.21
46-01	Maintenance Technician: (includes Carpenter; HVAC; Locksmith; Mechanic/Millwright; Painter)	\$ 38.59	\$ 39.72	\$ 40.52	\$ 41.33	\$ 42.15	\$ 43.00	\$ 43.86	\$ 44.73
47-01	Electrician; Plumber; HVAC Computer Technician	\$ 39.71	\$ 40.87	\$ 41.69	\$ 42.52	\$ 43.37	\$ 44.24	\$ 45.12	\$ 46.03
48-01	Foreman	\$ 42.82	\$ 44.08	\$ 44.96	\$ 45.86	\$ 46.78	\$ 47.71	\$ 48.67	\$ 49.64
	Temporary/Substitute Helper	\$ 24.94							

LANE	Stage Technicians	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
14-00	Stage Technician (180 days)	\$ 36.12	\$ 37.17	\$ 37.92	\$ 38.68	\$ 39.45	\$ 40.24	\$ 41.04	\$ 41.86
15-00	Stage Technician (260 days)	\$ 34.79	\$ 35.80	\$ 36.52	\$ 37.25	\$ 37.99	\$ 38.75	\$ 39.53	\$ 40.32
	Temporary/Substitute Stage Technician (90%)	\$ 31.31							

LANE	Computer Technology	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
70-01	Computer Technician I	\$ 29.34	\$ 30.20	\$ 30.80	\$ 31.42	\$ 32.05	\$ 32.69	\$ 33.34	\$ 34.00
76-01	Computer Technician II	\$ 38.02	\$ 39.13	\$ 39.92	\$ 40.71	\$ 41.53	\$ 42.36	\$ 43.21	\$ 44.07
78-01	Systems Administrator	\$ 41.83	\$ 43.05	\$ 43.91	\$ 44.79	\$ 45.69	\$ 46.60	\$ 47.53	\$ 48.48
	Communication and Camera Technician	\$ 41.83	\$ 43.05	\$ 43.91	\$ 44.79	\$ 45.69	\$ 46.60	\$ 47.53	\$ 48.48
	Network Administrator	\$ 41.83	\$ 43.05	\$ 43.91	\$ 44.79	\$ 45.69	\$ 46.60	\$ 47.53	\$ 48.48
	Lead Computer Technician	\$ 41.83	\$ 43.05	\$ 43.91	\$ 44.79	\$ 45.69	\$ 46.60	\$ 47.53	\$ 48.48
79-01	Specialist Lead	\$ 43.61	\$ 44.88	\$ 45.78	\$ 46.70	\$ 47.63	\$ 48.58	\$ 49.55	\$ 50.54

LANE	Warehouse	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
90-00	Warehousekeeper; Heavy Truck Driver	\$ 32.45	\$ 33.40	\$ 34.07	\$ 34.75	\$ 35.45	\$ 36.16	\$ 36.88	\$ 37.62
91-00	Lead Warehousekeeper	\$ 34.89	\$ 35.91	\$ 36.63	\$ 37.36	\$ 38.11	\$ 38.87	\$ 39.64	\$ 40.44
	Temporary/Substitute Warehousekeeper	\$ 29.21							

LANE	Print Shop	Entry	Yrs 2-4	Yrs 5-9	Yrs 10-14	Yrs 15-19	Yrs 20-24	Yrs 25-29	Yrs 30+
93-00	Mail Carrier; Print Room Assistant	\$ 24.91	\$ 25.64	\$ 26.15	\$ 26.67	\$ 27.21	\$ 27.75	\$ 28.30	\$ 28.87
94-00	Print Room Technician	\$ 28.12	\$ 28.94	\$ 29.52	\$ 30.11	\$ 30.72	\$ 31.33	\$ 31.96	\$ 32.59
	Temporary/Substitute Mail Carrier/Print Shop	\$ 22.42							

APPENDIX B

WHAT DOES “JUST CAUSE” MEAN?

The concept of “just cause” (mentioned in Article XII, Section A) requires that there be fundamental fairness in decisions related to the discipline and discharge of employees. Arbitrators have articulated many definitions and explanations of “just cause” over the years, including, but not limited to the following tests:

1. Did the employer give the employee forewarning or foreknowledge of the possible or probable disciplinary consequences of the employee's conduct?
2. Was the employer's rule or managerial order reasonably related to the orderly, efficient, and safe operation of the business?
3. Did the employer, before administering discipline to an employee, make an effort to discover whether the employee did in fact violate or disobey a rule or order of management?
4. Was the employer's investigation conducted fairly and objectively?
5. At the investigation, did the 'judge' obtain substantial evidence or proof that the employee was guilty as charged?
6. Has the employer applied its rules, orders, and penalties evenhandedly and without discrimination to all employees?
7. Was the degree of discipline administered by the employer in a particular case reasonably related to (a) the seriousness of the employee's proven offense and (b) the record of the employee in his or her service with the employer?

APPENDIX C

WHAT IS THE “WEINGARTEN RIGHT”?

The “Weingarten right” (mentioned in Article XII, Section A) requires that an employee be given the opportunity to have union representation at an employer’s investigatory interview pertaining to the discipline, discharge or suspension of that employee. This rule recognizes that the presence of an able union representative at an investigatory interview may assist the employer in obtaining facts and may help both sides save valuable time in getting to the bottom of the issue. This opportunity includes the following principles:

1. The employee must request union representation.
2. Rescheduling a meeting to permit a union representative to be present may be appropriate, but the unavailability of a union representative may not unreasonably delay the investigation.
3. The right applies to situations where the employee reasonably believes the investigation will result in disciplinary action. This right does not pertain to “run-of-the-mill-shop-floor conversations” including but not limited to giving instructions, training or needed correction of work techniques.
4. The union representative’s role is to assist the employee, not to disrupt or obstruct the interview. The representative’s role may include clarifying facts or suggesting other employees with relevant knowledge.
5. If an employee requests union representation, the employer may decide to continue the investigation without interviewing the employee. The employer is not required to justify this decision.

These duties and responsibilities are printed here for the education of employees and supervisors, and not as a limitation on the rights of the parties in any particular case.

APPENDIX D

WHAT IS THE “LOUDERMILL RIGHT”?

The “Loudermill right” (mentioned in Article XII, Section A) is a constitutional right to fundamental fairness in proceedings relating to the discharge of public employees. The Loudermill right requires that public employee who have a property interest in continued employment be afforded the following elements of due process prior to a termination decision:

8. A clear and actual notice of the reasons for termination in sufficient detail to enable the employee to present evidence relating to them.
2. Notice of the evidence supporting the allegations against the employee and the specific nature and factual basis for the charges.
3. A reasonable time and opportunity to present evidence in the employee’s own defense.
4. A formal or informal hearing before an impartial decision maker.

The pre-termination hearing need not definitively resolve the propriety of the discharge. It should be an initial check against mistaken decisions—essentially, a determination of whether there are reasonable grounds to believe that the charges against the employee are true and support the proposed action.

This information is provided for the education of employees and supervisors and is not a limitation on the rights of the parties in any particular case.

APPENDIX E-1

Performance Evaluation for BUS DRIVER, CAMPUS SECURITY*, CHILD NUTRITION, CUSTODIAL, MAINTENANCE & OPERATIONS

Name: _____
 School/Department: _____
 Title: _____
 Evaluation Type: _____

Date of Report: _____
 Name of Evaluator: _____
 Supervisor: _____
 Observe: _____

1	JOB KNOWLEDGE	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Possesses information, required skills, and understanding of responsibility expected of the job as stated in the job description; this includes safety, sanitation, operation and care of equipment, inventory, and accepted work methods.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

2	JOB PERFORMANCE	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Completes tasks in timely fashion; manages time effectively; works calmly and efficiently in stressful situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

3	QUALITY OF WORK	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Work meets standards of quality expected of the job; is a careful worker; is a thorough worker; works efficiently; checks work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

4	COMMUNICATIONS	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Demonstrates effective communication skills (verbal, written, and listening); maintains confidentiality and a calm composure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

5	HUMAN RELATIONS	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Demonstrates skills in meeting the public and works collaboratively with others. (Where appropriate, effectively delegates and monitors work of others).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

6	INITIATIVE AND JUDGEMENT	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Displays self-motivation to achieve job expectations; displays problem-solving and creative-thinking skills. Displays sound judgment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

7	WORK ATTITUDE	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Communicates positively with other employees, supervisors, parents and students; displays flexibility, adaptability, and a teamwork approach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Is willing to assist in emergencies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

8	DEPENDABILITY	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Remains on task; cares for property and carries out instructions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

9	ATTENDANCE	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Adheres to assigned days.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

10	PUNCTUALITY	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Adheres to assigned hours of work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

11	DRESS AND GROOMING	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Appropriate to work assignment and school setting. Neat and clean. Geared to job safety and sanitation (when appropriate).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

This section is for Bus Drivers only.

12	JOB PERFORMANCE	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Performs thorough pre and post-trip inspection.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Manages student behavior appropriately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Maintains bus in clean condition; promptly reports malfunctions or difficulties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Follows laws, regulations and policies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Drives safely, courteously, and defensively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Exercises good judgment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

OVERALL EVALUATION		Distinguished	Proficient	Needs Improvement	Unsatisfactory
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional Comments of Evaluator:

Employees Comments:

Signature of Evaluator(s)

Signature of Employee

Date

Date

Signature of employee does not signify agreement with ratings; signature indicates employee has been informed of evaluation; employee may add his/her comments on additional sheet for attachment to this evaluation.

CAMPUS SECURITY INSERT

Name: _____
 School/Department: _____
 Title: _____
 Evaluation Type: _____

Date of Report: _____
 Name of Evaluator: _____
 Principal/Supervisor: _____
 Observe: _____

1	JOB KNOWLEDGE	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Demonstrates an understanding of procedures for school security and safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Displays working knowledge of policies and procedures regarding campus safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

2	JOB PERFORMANCE	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Helps maintain orderly campus and grounds in calm, efficient manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

3	QUALITY OF WORK	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Is a careful, courteous worker.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Strives to anticipate and ward off problems before they become crises.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Takes the initiative to assure a safe, calm school environment for students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

4	HUMAN RELATIONS	Distinguished	Proficient	Needs Improvement	Unsatisfactory
	Treats all students fairly; demonstrates a genuine interest in students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Recognizes and respects student differences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

Additional Comments of Evaluator:

Employees Comments:

Signature of Evaluator(s)

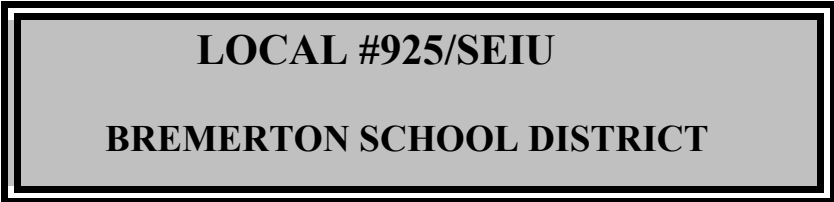
Signature of Employee

Date

Date

Signature of employee does not signify agreement with ratings; signature indicates employee has been informed of evaluation; employee may add his/her comments on additional sheet for attachment to this evaluation.

APPENDIX F



STATEMENT OF INFORMAL GRIEVANCE

Date: _____

Name of Grievant(s): _____

Date Alleged Grievance Occurred _____

Provision(s) in Agreement Allegedly Violated (Article[s] and Section[s]):

Brief Statement of Grievance:

Specific Relief Sought:

I am requesting a meeting to discuss this grievance. Suggested meeting times are: _____

Signature: _____
(Name) (Date)

Received by: _____
(Name) (Date)

PLEASE NOTE: As a part of the Informal Grievance, a written response must be made within five (5) working days of the informal grievance notice and/or meeting, or the grievance shall be in favor of the grievant.

APPENDIX G

**LOCAL #925/SEIU
BREMERTON SCHOOL DISTRICT**

STATEMENT OF FORMAL GRIEVANCE

Date of Grievance: _____

Name of Employee(s) Aggrieved: _____

State the facts giving rise to the grievance:

Was Article XIV, Page 24 followed? [] YES [] NO

Please attach letter from the immediate supervisor.

Identify the provisions by articles and sections of the Working Agreement alleged to be violated:

State the employee's or employer's contention with respect to these provisions:

Indicate specific relief requested:

I am requesting a meeting to discuss this grievance. Suggested meeting times are: _____

Signature: _____
(Name) (Date)

Received by: _____
(Name) (Date)

If additional space is needed, use the back of this form or additional pages.

APPENDIX H

DEFINITION OF SERIOUS HEALTH CONDITION

“Serious Health Condition” means an illness, injury, impairment or physical or mental condition that involves:

1. inpatient care in a hospital, hospice or residential medical care facility, including any period of incapacity or subsequent treatment in connection with such inpatient care or
2. continuing treatment by a health care provider. Such continuing treatment necessarily includes one or more of the following:
 - a) a period of incapacity of more than three (3) consecutive calendar days that also involves treatment two (2) or more times by a health care provider or treatment on at least one occasion which results in a regimen of continuing treatment under the supervision of the health care provider;
 - b) any period of incapacity due to pregnancy, or for prenatal care (i.e. severe morning sickness);
 - c) any period of incapacity, or treatment for such incapacity, due to chronic health condition that requires periodic visits for treatment by a health care provider, continues over an extended period of time and may cause episodic rather than a continuous period of incapacity (e.g. asthma, diabetes, epilepsy);
 - d) a period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective and for which the employee is under the supervision of, but may not be receiving active treatment from, a health care provider (e.g. Alzheimer’s, a severe stroke or terminal stages of a disease) or
 - e) any period of absence to receive multiple treatments by a health care provider either for restorative surgery after an accident or other injury or for a condition that would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention or treatment (e.g. chemotherapy, radiation, dialysis, physical therapy for severe arthritis).
 - f) Ordinarily, unless complications arise, the following conditions would not be considered a “serious health condition”: common cold, flu, ear aches, upset stomach, minor ulcers, headaches other than migraine (when serious conditions are met), routine dental or orthodontia problems, periodontal disease, treatments for acne and plastic surgery. Mental illness resulting from stress or allergies may be a serious health condition, but only if all the conditions of this section are met.

**Letter of Agreement
180-Day Student Calendar**

The Bremerton School District and Bremerton SEIU Local 925 agree that during the life of the collective bargaining agreement, bargaining unit members shall be provided reasonable opportunities to make up any missed work due to changes to the school calendar below 180 student days. Such opportunities may include, but not limited to, training opportunities, staff meetings or other duties as defined on the employee's job description.

/s/ Aaron Leavell
Aaron Leavell, Ed.D., Superintendent
Bremerton School District

12/13/18

Date

/s/ Brandon McNeish
Brandon McNeish, President
SEIU, Local 925

1/10/19

Date

/s/
Linda M. Wright, SEIU Local 925

Date

**Letter of Agreement
Golden Ticket**

The Bremerton School District and Bremerton SEIU Local 925 agree to use the “Golden Ticket” program for the life of the contract. The parties agree to the following parameters for the program.

At the beginning of each school year, each regular driver who has successfully passed the probationary period, shall be given the ability to pick one specific trip that is listed on the trip board as his or her “Golden Ticket Trip.” Each driver may select no more than one Golden Ticket Trip per school year. Regular drivers added during the school year, and regular drivers starting the school year in probationary status, will be allowed to participate after successful completion of the probationary period.

A Golden Ticket selection shall be designated on the trip sign-up sheet by using a yellow highlighter on the driver’s name. If more than one driver attempts to use his or her Golden Ticket on the same trip, the driver with the highest seniority shall be assigned the trip and the other driver(s) will *not* be charged with using his or her golden ticket. When the trip is assigned, the golden ticket driver will receive a “G” on the rotation board (the board will be rotated through to that driver). Because Golden Ticket use will have an effect on the rotation, failure to do the trip because *the driver* was unable to drive the trip, for whatever reason, will result in the loss of his or her golden ticket. If the trip is cancelled by the District or a user group, the Golden Ticket *will not* be considered used, even if a replacement trip is provided. Golden Tickets do not accumulate from year to year and must be used during the school year. A Golden Ticket may only be used by a driver to select a trip for himself or herself and cannot be transferred or assigned to any other driver. The Transportation Department Supervisor will be assigned responsibility for tracking use of the Golden Tickets.

For the purpose of this Letter of Agreement Article VII, Section F, Number 6 of the contract will be considered modified to:

6. No driver shall be given a second trip until all drivers have had an opportunity for a first trip except for those trips received by use of the Golden Ticket.

/s/ Aaron Leavell
Aaron Leavell, Ed.D., Superintendent
Bremerton School District

/s/ Brandon McNeish
Brandon McNeish, President
SEIU, Local 925

12/13/18
Date

1/10/19
Date

/s/
Linda M. Wright, SEIU Local 925

Date

Letter of Agreement
Between the Bremerton School District and SEIU Local 925

The parties agree for the life of the agreement, when a regular bargaining unit employee works additional hours in their same position, the employee will receive his or her regularly hourly rate of pay. If the assigned hours are in a higher classification within their same category, the employee will receive the higher rate of pay.

/s/ Aaron Leavell
Aaron Leavell, Ed.D., Superintendent
Bremerton School District

12/13/18

Date

/s/ Brandon McNeish
Brandon McNeish, President
SEIU, Local 925

1/10/19

Date

/s/
Linda M. Wright, SEIU Local 925

Date